

Equality, Diversity, Cohesion and Integration Screening



As a public authority we need to ensure that all our strategies, policies, service and functions, both current and proposed have given proper consideration to equality, diversity, cohesion and integration.

A **screening** process can help judge relevance and provides a record of both the **process** and **decision**. Screening should be a short, sharp exercise that determines relevance for all new and revised strategies, policies, services and functions.

Completed at the earliest opportunity it will help to determine:

- the relevance of proposals and decisions to equality, diversity, cohesion and integration.
- whether or not equality, diversity, cohesion and integration is being or has already been considered, and
- whether or not it is necessary to carry out an impact assessment.

Directorate: Adults & Health	Service area: Commissioning
Lead person: Kate Daly – Commissioning Programme Leader / Sarah Loughman – Commissioning Manager	Contact number: 0113 37 86027 / 0113 37 87850

1. Title:

Is this a:

Strategy / Policy
 Service / Function
 Other

If other, please specify

2. Please provide a brief description of what you are screening

A review has been undertaken of Council wide commissioned services supporting women who sex work. This informed the commissioning of a single holistic service which befriends and supports women who are sex working and collaborates with other organisations/services to help the women to access the services that they need to improve their health and make positive life changes.

3. Relevance to equality, diversity, cohesion and integration

All the council's strategies and policies, service and functions affect service users, employees or the wider community – city wide or more local. These will also have a greater or lesser relevance to equality, diversity, cohesion and integration.

The following questions will help you to identify how relevant your proposals are.

When considering these questions think about age, carers, disability, gender reassignment, race, religion or belief, sex, sexual orientation. Also those areas that impact on or relate to equality: tackling poverty and improving health and well-being.

Questions	Yes	No
Is there an existing or likely differential impact for the different equality characteristics?		X
Have there been or likely to be any public concerns about the policy or proposal?		X
Could the proposal affect how our services, commissioning or procurement activities are organised, provided, located and by whom?	X	
Could the proposal affect our workforce or employment practices?		X
Does the proposal involve or will it have an impact on <ul style="list-style-type: none">• Eliminating unlawful discrimination, victimisation and harassment• Advancing equality of opportunity• Fostering good relations		X

If you have answered **no** to the questions above please complete **sections 6 and 7**

If you have answered **yes** to any of the above and;

- Believe you have already considered the impact on equality, diversity, cohesion and integration within your proposal please go to **section 4**.
- Are not already considering the impact on equality, diversity, cohesion and integration within your proposal please go to **section 5**.

4. Considering the impact on equality, diversity, cohesion and integration

If you can demonstrate you have considered how your proposals impact on equality, diversity, cohesion and integration you have carried out an impact assessment.

Please provide specific details for all three areas below (use the prompts for guidance).

- **How have you considered equality, diversity, cohesion and integration?** (**think about** the scope of the proposal, who is likely to be affected, equality related information, gaps in information and plans to address, consultation and engagement activities (taken place or planned) with those likely to be affected)

As part of the specification development, extensive consultation has taken place with women who are sex working, third sector organisations and stakeholders. In addition, a review of the strategic context, best practice and existing contract performance reporting has been undertaken. This work examined the equality and diversity characteristics of the women who are sex working and access existing services provided by third sector organisations, to ensure the new service is open and accessible to all who need it.

Eighteen questionnaires were completed by women who are accessing existing services, which included a breakdown of their equality characteristics. The aim of this consultation is to ensure the new service is accessible and meets the needs of women who are sex working, and there were no barriers to access or use. The feedback from the questionnaires was incorporated into the service requirements (for example the nature and content of the group activities).

During the procurement process, equality and diversity considerations were incorporated into the tender evaluation criteria by assessing how providers would make their service equally accessible for women from diverse backgrounds and with a possible history of trauma. It also assessed how providers would support community cohesion.

- **Key findings** (**think about** any potential positive and negative impact on different equality characteristics, potential to promote strong and positive relationships between groups, potential to bring groups/communities into increased contact with each other, perception that the proposal could benefit one group at the expense of another)

The proposal will have a positive impact for women who are sex working through the provision of a service which is easily accessible and will support and empower them to make positive health and lifestyle choices and improve their safety. The overall goal of the service is for women to move away from and exit sex work into sustainable lifestyles, including accessing employment, training and education opportunities and connecting with positive social networks.

By prioritising accessibility, the service would have a positive impact on equality characteristics such as gender, race, economic background and disability by ensuring all women were able to receive support and their particular needs taken into account. For example women with disabilities being given assistance to attend appointments.

The service will also promote better community cohesion and work to ensure the women it supports are connected with their local community and build positive social networks.

- **Actions**

(think about how you will promote positive impact and remove/ reduce negative impact)

The project team have undertaken a number of actions to ensure equality and diversity considerations are incorporated within the project. In summary, these actions are:

- Consultation of service users, third sector organisations and stakeholders has been undertaken as part of service specification development, which covered equality and diversity considerations
- The development of a new integrated service, which is accessible and supportive to all women who are sex working, with a particular focus on those most at risk and with the most complex needs
- The incorporation of equality and diversity considerations into the service specification requirements, which formed part of the tender documentation
- The production of contract terms and conditions covering compliance with Equality Act 2010, the Human Rights Act 1998 and not unlawfully discriminating in regard to an equality characteristic (e.g. race, gender, religion, disability, sexual orientation, age or otherwise)
- The project team monitored the risks associated with the project throughout the procurement phase, especially the potential impacts of the project outcome on the existing providers
- Equality considerations were included as part of the evaluation criteria used to assess the tender submissions
- Throughout the contract operational phase, the Council's contract management processes will ensure equality and diversity considerations are incorporated into the service delivery by reviewing performance data and reporting to ensure the service is accessible to all who need it

5. If you are *not* already considering the impact on equality, diversity, cohesion and integration you *will need to carry out an impact assessment*.

Date to scope and plan your impact assessment:	
Date to complete your impact assessment	
Lead person for your impact assessment (Include name and job title)	

6. Governance, ownership and approval

Please state here who has approved the actions and outcomes of the screening

Name	Job title	Date
Kate Daly	Commissioning Programme Leader	04/11/2019
Date screening completed		04/11/2019

7. Publishing

Though **all** key decisions are required to give due regard to equality the council **only** publishes those related to **Executive Board, Full Council, Key Delegated Decisions** or a **Significant Operational Decision**.

A copy of this equality screening should be attached as an appendix to the decision making report:

- Governance Services will publish those relating to Executive Board and Full Council.
- The appropriate directorate will publish those relating to Delegated Decisions and Significant Operational Decisions.
- A copy of all other equality screenings that are not to be published should be sent to equalityteam@leeds.gov.uk for record.

Complete the appropriate section below with the date the report and attached screening was sent:

For Executive Board or Full Council – sent to Governance Services	Date sent:
For Delegated Decisions or Significant Operational Decisions – sent to appropriate Directorate	Date sent: 15/11/2019
All other decisions – sent to equalityteam@leeds.gov.uk	Date sent: